

875—160.3 (91E) Knowledge of English. The Act and these rules apply to employees who do not speak, read, write, or understand English well enough to understand the terms, conditions, and daily responsibilities of employment. An employee who can understand the following in English is not covered by these rules:

160.3(1) The hours of work.

160.3(2) The hourly wage.

160.3(3) All mandatory and elective benefits.

160.3(4) The job duties.

160.3(5) The safety and health risks of the job and appropriate methods of protection.

160.3(6) Information and training on hazardous chemicals in the employee's work area.

160.3(7) Safety signs and symbols that warn of potential dangers and hazards at the work site.

160.3(8) The purpose of forms used by the employer including:

a. Orientation,

b. Insurance,

c. Accidents at the work site, and

d. Other forms the employee is required to complete or answer.

160.3(9) The employer's requirement to provide an interpreter if more than 10 percent of the employer's employees speak the same non-English language.

160.3(10) An ability to effectively communicate with a nurse or other medical personnel at the work site.